

Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, September 2002

Compensation component	Region ¹								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$25.20	100.0	\$19.73	100.0	\$21.62	100.0	\$23.04	100.0	\$30.06	100.0	\$21.03	100.0
Wages and salaries	18.04	71.6	14.52	73.6	15.54	71.9	16.92	73.4	19.69	65.5	15.55	73.9
Total benefits	7.16	28.4	5.21	26.4	6.08	28.1	6.12	26.6	10.37	34.5	5.48	26.1
Paid leave	1.84	7.3	1.24	6.3	1.38	6.4	1.50	6.5	2.13	7.1	1.37	6.5
Vacation .....	.93	3.7	.62	3.1	.69	3.2	.75	3.3	1.10	3.7	.68	3.2
Holiday .....	.62	2.5	.42	2.1	.48	2.2	.51	2.2	.69	2.3	.47	2.2
Sick .....	.22	.9	.15	.8	.14	.6	.19	.8	.24	.8	.16	.8
Other .....	.08	.3	.05	.3	.07	.3	.05	.2	.10	.3	.06	.3
Supplemental pay .....	.75	3.0	.50	2.5	.71	3.3	.51	2.2	1.05	3.5	.55	2.6
Premium ² .....	.22	.9	.22	1.1	.30	1.4	.24	1.0	.67	2.2	.19	.9
Shift differentials .....	.06	.2	.04	.2	.08	.4	.05	.2	.16	.5	.05	.2
Nonproduction bonuses .....	.46	1.8	.23	1.2	.33	1.5	.23	1.0	.21	.7	.31	1.5
Insurance	1.70	6.7	1.28	6.5	1.52	7.0	1.40	6.1	2.90	9.6	1.27	6.0
Life .....	.05	.2	.04	.2	.04	.2	.04	.2	.07	.2	.04	.2
Health	1.56	6.2	1.17	5.9	1.40	6.5	1.31	5.7	2.70	9.0	1.17	5.6
Short-term disability .....	.06	.2	.04	.2	.05	.2	.03	.1	.08	.3	.03	.1
Long-term disability .....	.03	.1	.03	.2	.04	.2	.03	.1	.05	.2	.03	.1
Retirement and savings .....	.82	3.3	.51	2.6	.64	3.0	.65	2.8	1.68	5.6	.51	2.4
Defined benefit .....	.28	1.1	.16	.8	.28	1.3	.22	1.0	1.20	4.0	.11	.5
Defined contribution .....	.54	2.1	.35	1.8	.36	1.7	.43	1.9	.49	1.6	.40	1.9
Legally required benefits	2.02	8.0	1.65	8.4	1.79	8.3	2.04	8.9	2.54	8.4	1.76	8.4
Social Security ³	1.48	5.9	1.22	6.2	1.31	6.1	1.41	6.1	1.67	5.6	1.29	6.1
OASDI	1.18	4.7	.98	5.0	1.05	4.9	1.13	4.9	1.35	4.5	1.04	4.9
Medicare .....	.30	1.2	.24	1.2	.26	1.2	.28	1.2	.32	1.1	.26	1.2
Federal unemployment insurance .....	.03	.1	.03	.2	.03	.1	.03	.1	.03	.1	.03	.1
State unemployment insurance .....	.14	.6	.07	.4	.09	.4	.12	.5	.13	.4	.09	.4
Workers' compensation .....	.36	1.4	.34	1.7	.36	1.7	.48	2.1	.71	2.4	.34	1.6
Other benefits ⁴ .....	.04	.2	.03	.2	.04	.2	.02	.1	.08	.3	.02	.1

¹ The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

² Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁴ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

Table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, September 2002

Compensation component	All workers		1-99 workers		100 workers or more		100-499 workers		500 workers or more	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$22.01	100.0	\$18.80	100.0	\$25.84	100.0	\$22.32	100.0	\$30.16	100.0
Wages and salaries	16.00	72.7	14.09	74.9	18.28	70.7	16.04	71.9	21.04	69.8
Total benefits	6.01	27.3	4.71	25.1	7.55	29.2	6.28	28.1	9.12	30.2
Paid leave	1.45	6.6	1.07	5.7	1.91	7.4	1.46	6.5	2.45	8.1
Vacation .....	.73	3.3	.53	2.8	.95	3.7	.73	3.3	1.23	4.1
Holiday .....	.49	2.2	.37	2.0	.64	2.5	.50	2.2	.81	2.7
Sick .....	.17	.8	.13	.7	.22	.9	.16	.7	.29	1.0
Other .....	.06	.3	.04	.2	.09	.3	.07	.3	.12	.4
Supplemental pay .....	.60	2.7	.45	2.4	.79	3.1	.68	3.0	.92	3.1
Premium ¹ .....	.24	1.1	.19	1.0	.31	1.2	.29	1.3	.35	1.2
Shift differentials .....	.06	.3	(²)	(³)	.11	.4	.07	.3	.16	.5
Nonproduction bonuses .....	.30	1.4	.25	1.3	.36	1.4	.32	1.4	.41	1.4
Insurance	1.45	6.6	1.08	5.7	1.89	7.3	1.60	7.2	2.25	7.5
Life .....	.04	.2	.03	.2	.06	.2	.04	.2	.07	.2
Health	1.34	6.1	1.01	5.4	1.73	6.7	1.47	6.6	2.04	6.8
Short-term disability .....	.04	.2	.02	.1	.06	.2	.05	.2	.08	.3
Long-term disability .....	.03	.1	.02	.1	.05	.2	.04	.2	.06	.2
Retirement and savings .....	.63	2.9	.42	2.2	.89	3.4	.65	2.9	1.18	3.9
Defined benefit .....	.23	1.0	.13	.7	.35	1.4	.24	1.1	.47	1.6
Defined contribution .....	.41	1.9	.29	1.5	.54	2.1	.41	1.8	.71	2.4
Legally required benefits	1.84	8.4	1.69	9.0	2.03	7.9	1.85	8.3	2.23	7.4
Social Security ⁴	1.33	6.0	1.17	6.2	1.53	5.9	1.35	6.0	1.77	5.9
OASDI	1.07	4.9	.94	5.0	1.23	4.8	1.08	4.8	1.42	4.7
Medicare .....	.26	1.2	.23	1.2	.30	1.2	.26	1.2	.35	1.2
Federal unemployment insurance .....	.03	.1	.03	.2	.03	.1	.03	.1	.03	.1
State unemployment insurance .....	.10	.5	.09	.5	.10	.4	.11	.5	.09	.3
Workers' compensation .....	.38	1.7	.40	2.1	.36	1.4	.37	1.7	.35	1.2
Other benefits ⁵ .....	.03	.1	(²)	(³)	.06	.2	.03	.1	.08	.3

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

⁴ The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

Table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked by year								
All full-time workers in private industry	\$24.94	\$17.84	\$7.09	\$1.77	\$0.73	\$1.76	\$0.78	\$2.02	\$0.04
White-collar occupations	29.90	21.76	8.14	2.37	.77	1.92	.91	2.13	.05
Sales	22.44	17.19	5.25	1.27	.48	1.32	.42	1.73	.02
Administrative support, including clerical	19.46	13.85	5.61	1.41	.42	1.73	.56	1.45	.03
Blue-collar occupations	21.72	14.94	6.78	1.25	.82	1.79	.76	2.12	.03
Service occupations	13.38	9.79	3.59	.74	.28	1.00	.28	1.28	(²)
Goods-producing industries ³	25.98	17.79	8.19	1.70	1.10	2.10	.91	2.33	.07
Construction	25.92	18.24	7.68	.92	.96	1.71	1.25	2.83	(²)
Manufacturing	25.73	17.45	8.28	1.97	1.16	2.20	.75	2.10	.09
Service-producing industries ⁴	24.53	17.87	6.67	1.80	.58	1.63	.73	1.90	.03
Transportation and public utilities	32.11	21.99	10.12	2.46	1.12	2.60	1.33	2.56	.05
Wholesale trade	25.18	17.99	7.19	1.64	.83	1.94	.70	2.05	.04
Retail trade	15.53	12.00	3.53	.77	.24	.89	.22	1.40	(²)
Finance, insurance, and real estate	30.92	21.71	9.21	2.34	1.31	2.16	1.23	2.06	.11
Services	24.97	18.44	6.53	1.98	.39	1.55	.70	1.90	(²)
All part-time workers in private industry	12.21	9.83	2.38	.38	.18	.40	.16	1.25	(²)
White-collar occupations	15.10	12.18	2.92	.57	.25	.49	.21	1.39	(²)
Sales	9.27	7.65	1.62	.23	.10	.21	.10	.99	(²)
Administrative support, including clerical	13.47	10.74	2.73	.53	.18	.62	.21	1.19	(²)
Blue-collar occupations	11.96	9.09	2.87	.35	.20	.64	.26	1.41	(²)
Service occupations	8.63	7.14	1.49	.15	.09	.19	.04	1.02	(²)
Goods-producing industries ³	13.87	10.97	2.90	.40	.16	.41	.28	1.65	(²)
Service-producing industries ⁴	12.16	9.79	2.37	.38	.18	.40	.15	1.24	(²)
Retail trade	8.53	7.04	1.50	.16	.08	.20	.08	.97	(²)
Service industries	15.54	12.57	2.97	.57	.27	.49	.17	1.46	(²)
	Percent of total compensation								
All full-time workers in private industry	100.0	71.5	28.4	7.1	2.9	7.1	3.1	8.1	0.2
White-collar occupations	100.0	72.8	27.2	7.9	2.6	6.4	3.0	7.1	.2
Sales	100.0	76.6	23.4	5.7	2.1	5.9	1.9	7.7	.1
Administrative support, including clerical	100.0	71.2	28.8	7.2	2.2	8.9	2.9	7.5	.2
Blue-collar occupations	100.0	68.8	31.2	5.8	3.8	8.2	3.5	9.8	.1
Service occupations	100.0	73.2	26.8	5.5	2.1	7.5	2.1	9.6	(⁵)
Goods-producing industries ³	100.0	68.5	31.5	6.5	4.2	8.1	3.5	9.0	.3
Construction	100.0	70.4	29.6	3.5	3.7	6.6	4.8	10.9	(⁵)
Manufacturing	100.0	67.8	32.2	7.7	4.5	8.6	2.9	8.2	.3
Service-producing industries ⁴	100.0	72.8	27.2	7.3	2.4	6.6	3.0	7.7	.1
Transportation and public utilities	100.0	68.5	31.5	7.7	3.5	8.1	4.1	8.0	.2
Wholesale trade	100.0	71.4	28.6	6.5	3.3	7.7	2.8	8.1	.2
Retail trade	100.0	77.3	22.7	5.0	1.5	5.7	1.4	9.0	(⁵)
Finance, insurance, and real estate	100.0	70.2	29.8	7.6	4.2	7.0	4.0	6.7	.4
Services	100.0	73.8	26.2	7.9	1.6	6.2	2.8	7.6	(⁵)
All part-time workers in private industry	100.0	80.5	19.5	3.1	1.5	3.3	1.3	10.2	(⁵)
White-collar occupations	100.0	80.7	19.3	3.8	1.7	3.2	1.4	9.2	(⁵)
Sales	100.0	82.5	17.5	2.5	1.1	2.3	1.1	10.7	(⁵)
Administrative support, including clerical	100.0	79.7	20.3	3.9	1.3	4.6	1.6	8.8	(⁵)
Blue-collar occupations	100.0	76.0	24.0	2.9	1.7	5.4	2.2	11.8	(⁵)
Service occupations	100.0	82.7	17.3	1.7	1.0	2.2	.5	11.8	(⁵)
Goods-producing industries ³	100.0	79.1	20.9	2.9	1.2	3.0	2.0	11.9	(⁵)
Service-producing industries ⁴	100.0	80.5	19.5	3.1	1.5	3.3	1.2	10.2	(⁵)
Retail trade	100.0	82.5	17.6	1.9	.9	2.3	.9	11.4	(⁵)
Service industries	100.0	80.9	19.1	3.7	1.7	3.2	1.1	9.4	(⁵)

¹ Includes severance pay and supplemental unemployment benefits.² Cost per hour worked is \$0.01 or less.³ Includes mining, construction, and manufacturing.⁴ Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

⁵ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked by year								
All workers in private industry	\$22.01	\$16.00	\$6.01	\$1.45	\$0.60	\$1.45	\$0.63	\$1.84	\$0.03
Occupational group									
White-collar occupations	26.74	19.71	7.03	1.99	.66	1.62	.76	1.97	.04
Professional specialty and technical	36.40	26.84	9.56	2.98	.75	2.04	1.13	2.62	.05
Professional specialty	39.44	29.26	10.18	3.32	.77	2.05	1.20	2.79	.06
Technical	29.36	21.23	8.13	2.20	.69	2.03	.96	2.23	.02
Executive, administrative, and managerial	42.83	31.01	11.82	3.58	1.62	2.23	1.40	2.91	.08
Sales	16.95	13.22	3.73	.83	.32	.86	.29	1.42	(²)
Administrative support, including clerical	18.28	13.24	5.04	1.24	.37	1.51	.49	1.40	.03
Blue-collar occupations	20.59	14.26	6.32	1.15	.75	1.66	.70	2.04	.03
Precision production, craft, and repair	26.53	18.47	8.06	1.56	.89	1.96	1.05	2.56	.04
Machine operators, assemblers, and inspectors	18.67	12.51	6.16	1.21	.96	1.74	.49	1.71	.05
Transportation and material moving	20.34	14.04	6.31	1.03	.67	1.67	.76	2.15	.03
Handlers, equipment cleaners, helpers, and laborers	14.75	10.51	4.24	.65	.44	1.19	.40	1.57	(²)
Service occupations	11.15	8.54	2.60	.47	.19	.62	.17	1.16	(²)
Industry group									
Goods-producing industries ³	25.64	17.60	8.04	1.66	1.07	2.05	.89	2.31	.06
Construction	25.71	18.13	7.58	.90	.94	1.67	1.23	2.82	(²)
Manufacturing	25.33	17.22	8.11	1.92	1.13	2.15	.74	2.08	.09
Durables	26.57	17.98	8.59	2.05	1.20	2.28	.75	2.19	.12
Nondurables	23.56	16.14	7.42	1.73	1.02	1.97	.72	1.94	.04
Service-producing industries ⁴	20.98	15.55	5.43	1.39	.47	1.28	.56	1.71	.02
Transportation and public utilities	30.22	20.72	9.50	2.25	1.00	2.47	1.25	2.49	.04
Wholesale trade	24.20	17.33	6.87	1.54	.79	1.83	.66	2.01	.04
Retail trade	12.03	9.52	2.51	.47	.16	.54	.15	1.19	(²)
Finance, insurance, and real estate	28.96	20.45	8.51	2.14	1.19	1.99	1.12	1.97	.10
Services	22.53	16.93	5.61	1.61	.36	1.27	.56	1.79	(²)
	Percent of total compensation								
All workers in private industry	100.0	72.7	27.3	6.6	2.7	6.6	2.9	8.4	0.1
Occupational group									
White-collar occupations	100.0	73.7	26.3	7.4	2.5	6.1	2.8	7.4	.1
Professional specialty and technical	100.0	73.7	26.3	8.2	2.1	5.6	3.1	7.2	.1
Professional specialty	100.0	74.2	25.8	8.4	2.0	5.2	3.0	7.1	.2
Technical	100.0	72.3	27.7	7.5	2.4	6.9	3.3	7.6	.1
Executive, administrative, and managerial	100.0	72.4	27.6	8.4	3.8	5.2	3.3	6.8	.2
Sales	100.0	78.0	22.0	4.9	1.9	5.1	1.7	8.4	(⁵)
Administrative support, including clerical	100.0	72.4	27.6	6.8	2.0	8.3	2.7	7.7	.2
Blue-collar occupations	100.0	69.3	30.7	5.6	3.6	8.1	3.4	9.9	.1
Precision production, craft, and repair	100.0	69.6	30.4	5.9	3.4	7.4	4.0	9.6	.2
Machine operators, assemblers, and inspectors	100.0	67.0	33.0	6.5	5.1	9.3	2.6	9.2	.3
Transportation and material moving	100.0	69.0	31.0	5.1	3.3	8.2	3.7	10.6	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	71.3	28.7	4.4	3.0	8.1	2.7	10.6	(⁵)
Service occupations	100.0	76.6	23.3	4.2	1.7	5.6	1.5	10.4	(⁵)
Industry group									
Goods-producing industries ³	100.0	68.6	31.4	6.5	4.2	8.0	3.5	9.0	.2
Construction	100.0	70.5	29.5	3.5	3.7	6.5	4.8	11.0	(⁵)
Manufacturing	100.0	68.0	32.0	7.6	4.5	8.5	2.9	8.2	.4
Durables	100.0	67.7	32.3	7.7	4.5	8.6	2.8	8.2	.5
Nondurables	100.0	68.5	31.5	7.3	4.3	8.4	3.1	8.2	.2
Service-producing industries ⁴	100.0	74.1	25.9	6.6	2.2	6.1	2.7	8.2	.1
Transportation and public utilities	100.0	68.6	31.4	7.4	3.3	8.2	4.1	8.2	.1
Wholesale trade	100.0	71.6	28.4	6.4	3.3	7.6	2.7	8.3	.2
Retail trade	100.0	79.1	20.9	3.9	1.3	4.5	1.2	9.9	(⁵)
Finance, insurance, and real estate	100.0	70.6	29.4	7.4	4.1	6.9	3.9	6.8	.3
Services	100.0	75.1	24.9	7.1	1.6	5.6	2.5	7.9	(⁵)

¹ Includes severance pay and supplemental unemployment benefits.² Cost per hour worked is \$0.01 or less.³ Includes mining, construction, and manufacturing.⁴ Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

⁵ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.